

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after November 14, 2003, were as follows: Average increases of 25 cents (3.0 percent) for Level 1 and 36 cents (3.2 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	1607	8.07	13.50	6.75
CASHIER-CHECKER	851	7.57	11.12	6.75
CUSTOMER SERVICE ASST	277	8.33	13.90	6.75
OFFICE CASHIER	90	8.99	11.50	7.93
TELLER	204	10.67	14.15	9.00
RECREATION ATTENDANT	76	8.18	10.12	7.00
DESK CLERK	756	8.98	14.73	7.50
NF - 2				
STORE DETECTIVE	74	9.78	14.42	8.00
HEAD CUSTOMER SVC ASST	61	10.20	16.60	7.85
PAYROLL CLERK	8	13.45	17.43	11.00
SECRETARY	149	11.80	17.75	8.00
ACCOUNTING TECHNICIAN	159	12.59	18.17	9.33
NF - 3				
DEPARTMENT MANAGER	423	13.27	18.55	9.23
EXECUTIVE SECRETARY	83	15.53	23.39	12.50
BOOKKEEPER	16	15.79	17.31	14.95

WAGE AREA : #054 San Diego, California
 ORDER DATE : September 8, 2003
 SURVEY : #018/019-36